



# Quality of Work Life

# Spouses & Partners

## **Dual Career Support**

Argonne is a founding member of Greater Chicago Midwest Higher Education Recruitment Consortium (HERC) — a collaborative response of member institutions to the many challenges of dual career recruitment and retention. A vital benefit of the Greater Chicago Midwest HERC is a web-based search engine that includes faculty and staff job listings at all member institutions. This search engine is free and available to anyone seeking employment in higher education, research, healthcare (medical centers) and arts and culture.

## **Civil Union Partners**

Argonne recognizes civil unions and extends a number of employee benefits to both same-sex and opposite-sex civil union partners of Argonne employees. Contact your talent acquisition specialist for more information.

# Flexible Work Schedules\*

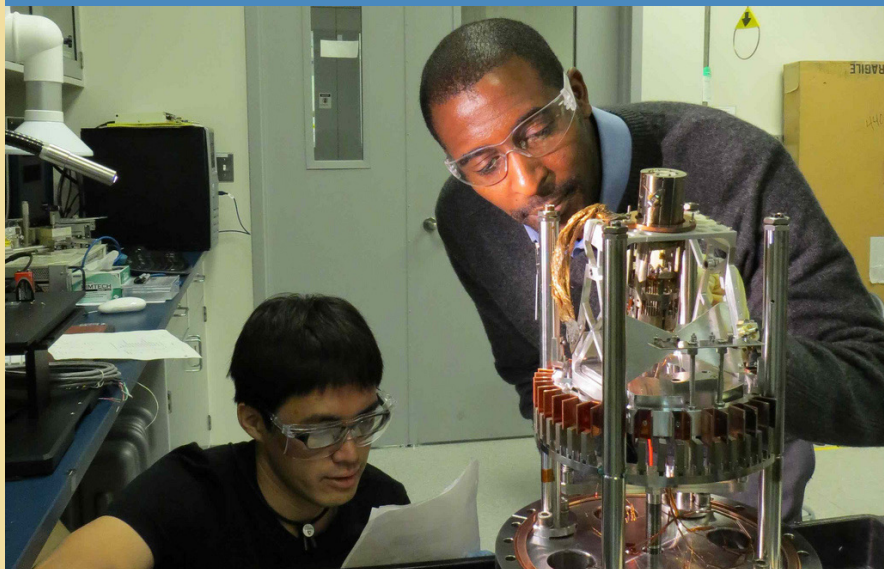
## **Alternate Work Schedules**

Argonne has policies for flexible work schedules and compressed work schedules. Talk to your supervisor about adopting an alternate work schedule. Alternate work schedules remain fixed for 30 days or more.

## **Telecommuting**

Argonne offers telecommuting arrangements. Speak with your supervisor about setting up a telecommuting schedule that fits your job role.

\*Alternate work schedules and telecommuting arrangements require your supervisor's approval and are subject to change in order to meet the operational needs of the division.





# Children, Dependents & Childcare

## **Expectant Parents**

Argonne employees who are parents — both mothers and fathers — may take family leave (either paid vacation or unpaid leave) to bond with their new child after childbirth, adoption or foster placement. Contact Argonne's Health and Employee Wellness division to confirm eligibility.

## **Adopting a Child**

Argonne's Adoption Assistance Program reimburses up to \$5,000 for qualifying expenses. Contact Human Resources Benefits for more information about adoption reimbursement.

## **Nursing Mothers**

Argonne employees who are nursing mothers are allowed to take reasonable breaks to express breast milk for nursing children up to one year of age. The Health and Employee Wellness (HEW) Medical Clinic provides a clean, private lactation room. If the HEW location is not practical for an employee or her work, a private room in closer proximity to the employee's workplace will be provided.

## **Child Development Center**

The Child Development Center, managed by Bright Horizons Family Solutions, is open to children of Argonne, U.S. Department of Energy and University of Chicago employees and laboratory contractors. Programs for infants (6 weeks), toddlers, preschoolers and pre-kindergarteners are offered. A summer camp program is offered for children 6-12 years old. Visit Bright Horizons' Argonne Child Development Center website for more information.

# General Services & Support

- ▶ **Argonne's Employee Assistance Program** offers a wide range of free services and information including: personal counseling and resources, financial counseling, online seminars and calculators, stress management, elder care information, will preparation, adoption resources, tax consultation and more.
- ▶ **Argonne's Fitness Center** is accessible 24 hours a day, 7 days a week. It is equipped with cardio machines, strength machines and free weights. Stretching and toning equipment and fitness classes are also available.
- ▶ **Argonne's Flexible Spending Accounts** for health care, dependent care and eligible commuting costs allows you to set aside pre-tax dollars for certain out-of-pocket costs.
- ▶ **Argonne's Health and Employee Wellness Program** offers educational and targeted fitness programs.

## For More Information

For more information about these benefits and additional benefits available, please visit the Benefits page on Argonne's website at <http://www.anl.gov/careers/benefits>. Employees can also visit the Benefits page on Inside Argonne.



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